

25X1A9a RESUME OF DISCUSSION OF HAZARDOUS PAY PROBLEM

25X1A9a AT A meeting at 10:00 a.m., 29 December, consisting of George

25X1A9a [REDACTED]

[REDACTED] the
last four representing various foreign divisions of OSO, the
problem of hazardous pay for Agency employees was discussed.

It was the consensus of the group that a program of categorizing types of assignments, degrees of hazard of area, etc. would be administratively impossible. The group arrived at the following general recommendations:

- a. Additional credit towards retirement time be allowed for overseas service. A suggestion was that it be six months additional credit for each calendar year served. This would make it possible to retire after twenty years service if an employee spent his entire career overseas. However, under the rotation program the more likely retirement period would be twenty-five to twenty-six years. A series of overseas assignments would throughout a man's career equate the difference among posts. This difference is already compensated by post differentials which run from zero to twenty-five per cent.

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- b. Along with the above program a \$10,000 life policy should be carried by the Agency on every overseas employee, and the hospitalization policy be underwritten by the Agency and carried for two years past the time the employee leaves the Agency.
- c. If recommendation a. is not possible, a second, less desirable principle would be that of a percentage differential of base pay for all overseas service regardless of area.

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